

## Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 EURE-00 SSO-00 INRE-00 USIE-00  
CIAE-00 PM-04 INR-07 L-03 ACDA-07 NSAE-00 PA-01  
SS-15 PRS-01 SP-02 TRSE-00 SIL-01 LAB-04 EB-07  
OC-06 CCO-00 /071 W  
-----077570 241738Z /47

O 241657Z JUN 77  
FM USMISSION NATO  
TO SECSTATE WASHDC IMMEDIATE 4447  
INFO SECDEF WASHDC IMMEDIATE  
AMEMBASSY PARIS  
USNMR SHAPE BE

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STATE ALSO FOR EUR/RPM

USOECD

E. O. 11652: N/A  
TAGS: NATO, APER, AORG  
SUBJECT: NATO HQ STAFF ASSOCIATION WORK STOPPAGE  
SUMMARY: NATO STAFF ASSOCIATION ADVISED INTERNATIONAL STAFF  
(IS) DIRECTOR OF MANAGEMENT AT 1100 LOCAL JUNE 24 THAT AN  
IS WORK STOPPAGE WOULD BE IN EFFECT FROM NOON UNTIL CLOSE  
OF BUSINESS JUNE 24 AND THAT A STRIKE WAS SCHEDULED TO BE  
HELD ON JUNE 30. SYG LUNS IS TAKING STEPS TO DISCOURAGE  
THE STRIKE, AND WE EXPECT THAT COUNCIL WILL ADDRESS WAGE  
ISSUES ON JUNE 27, FOR WHICH WE WILL NEED GUIDANCE. SEE  
PARA 3 BELOW. END SUMMARY.

1. THE WORK STOPPAGE AND STRIKE HAVE BEEN CALLED, ACCORDING  
TO STAFF ASSOCIATION SPOKESMAN, TO PROTEST THE COMMITTEE OF  
COORDINATED BUDGET EXPERTS' (CCG) RECOMMENTATION AND  
COUNCIL APPROVAL OF A WAGE INCREASE FOR THE IS TO OFFSET  
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ONLY 80 PERCENT OF THE ADJUSTMENT WARRANTED BY THE INCREASE  
IN THE COST OF LIVING BETWEEN JULY-DECEMBER 1976. NATO WAGE  
ACTION FOLLOWED CLOSELY ON THE HEELS OF AN INCREASE,  
REPORTED SEPTEL, IN THE WAGES PAID BY THE EC TO OFFSET  
100 PERCENT OF THE COST-OF-LIVING INCREASE FOR THE SAME  
PERIOD.

2. SENIOR LEVELS OF THE IS WERE CAUGHT OFF GUARD ON THE WORK STOPPAGE, ALTHOUGH RUMOR OF STAFF ASSOCIATION ACTION HAD BEEN HEARD FOLLOWING THE EC ACTION. DEPUTY SECRETARY GENERAL PANSA HAS BEEN IN CONSTANT TOUCH WITH THE NATO STAFF ASSOCIATION TO DISCERN THE EXTENT OF THE WORK STOPPAGE ON JUNE 24, AND DETAILS ARE PROVIDED IN PARAGRAPH 5 BELOW. MEANWHILE, SYG LUNS PLANS TO MEET WITH REPRESENTATIVES OF THE STAFF ASSOCIATION JUNE 27 IN AN EFFORT TO HEAD OFF THE JUNE 30 STRIKE. HOWEVER, LUNS REPORTEDLY IS NOT SANGUINE HIS EFFORTS WILL SUCCEED. WE EXPECT HIM TO REPORT THE RESULTS OF HIS DISCUSSIONS WITH THE STAFF ASSOCIATION AT THE COUNCIL MEETING JUNE 27, AND TO URGE AT THAT TIME THAT GOVERNMENTS AGREE TO A FURTHER WAGE INCREASE BRINGING THE IS PLUS EC SALARY ADJUSTMENTS INTO PARALLEL. MEANWHILE, CHARGE TOLD LUNS' DIRECTOR OF CABINET VAN CAMPEN ON JUNE 24 THAT HE HOPED LUNS WOULD TAKE A FIRM LINE AT THE STAFF ASSOCIATION IN OPPOSITION TO A STRIKE.

3. COMMENT: EC GOVERNMENT REPRESENTATIVES IN NATO MAY BE AUTHORIZED NEXT WEEK TO APPROVE AN ADDITIONAL 20 PERCENT INCREASE IN THE IS COST OF LIVING WAGE ADJUSTMENT. ON THE OTHER HAND, IT IS LIKELY, BASED ON OUR CONVERSATIONS WITH THE CANADIAN DELEGATION, THAT CANADA WILL RESIST ANY INCREASE AT THIS TIME, BELIEVING, AS WE DO, THAT IT IS IMPORTANT TO PRESERVE THE INTEGRITY OF THE CCG. EVEN IF WE ARE ISOLATED IN NAC DISCUSSION, HOWEVER, WE BELIEVE THAT, LIMITED OFFICIAL USE

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INITIALLY, WE SHOULD TAKE THE FOLLOWING POSITION:

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- A. THE US IS NOT PREPARED TO AGREE TO ANY FURTHER INCREASE PENDING THE COMPLETION OF THE JULY 1, 1977, REVIEW;
  - B. THE US OPPOSES WILDCAT WORK STOPPAGES AND BELIEVES THAT A SECURITY ORGANIZATION LIKE NATO CANNOT BE SUBJECT TO WORK STOPPAGES AND STRIKES;
  - C. THE US CONTINUES TO BELIEVE THAT THE CCG SHOULD FUNCTION AS THE PRINCIPAL INSTRUMENT FOR DETERMINATION OF SALARY SCALES IN THE COORDINATED ORGANIZATIONS, AND SUCH MATTERS SHOULD NOT BE RESOLVED BY PRECIPITATE COUNCIL ACTION;
  - D. MEANWHILE, THE US BELIEVES THAT THE COUNCIL SHOULD ADDRESS ON A FORMAL BASIS AS SOON AS POSSIBLE MEASURES THAT COULD BE TAKEN TO PRECLUDE FURTHER WORK STOPPAGES AND STRIKES IN NATO, A SECURITY ORGANIZATIONS WHOSE EFFECTIVE FUNCTIONING IS VITAL TO WESTERN DEFENSES.
4. FOLLOWING OUR ASSESSMENT OF THE SITUATION IN THE WAKE OF LUNS' MEETING JUNE 27 WITH THE STAFF ASSOCIATION, WE MAY WISH TO AMEND OUR RECOMMENDATIONS. HOWEVER, WE BELIEVE IT WILL BE IMPORTANT IN ANY CASE INITIALLY AT LEAST TO TAKE A FIRM POSITION ON PRINCIPLE, SINCE OUR ACCEDING IMMEDIATELY TO PRESSURE WOULD ESTABLISH THE EC AS THE STANDARD FOR WAGE

COMPARISONS, COMPLETELY UNDERCUTTING THE 133RD REPORT OF THE CCG ON WHICH THE US LABORED SO LONG TO ACHIEVE AGREEMENT.

5.

BEGIN TEXT:

AT THE GENERAL ASSEMBLY OF THE NATO STAFF ASSOCIATION HELD THIS MORNING, IT WAS DECIDED TO STOP WORK FOR THE REST OF THE DAY.

CERTAIN ESSENTIAL INTERNATIONAL STAFF SERVICES WILL BE

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PROVIDED:

---SINCE STAFF ATTENDANCE IS TO BE NORMAL, ALL THE GATES WILL BE OPEN AS USUAL;

---SITCEN AND COMCEN WILL REMAIN OPERATIONAL;  
---SECURITY SERVICES (BUT NO ESCORTS WILL BE PROVIDED);

---GENERAL SERVICES AND MAINTENANCE SERVICE-SKELTON STAFF FOR CERTAIN SERVICES;

---THE STAFF BUSES WILL RUN NORMALLY THIS EVENING;

---TELEPHONE EXCHANGE-REDUCED SERVICE;

---CONFERENCE SERVICES-SKELTON STAFF;

---MEDICAL SERVICE-OPEN FOR EMERGENCIES;

---CAFETERIA AND RESTAURANT-BUSINESS AS USUAL;

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---BAR OPEN BUT NO ALCOHOLIC DRINKS ON SALE.

PERSONS WHO ARE REQUIRED TO WORK OR TO PROVIDE A SKELETON  
SERVICE WILL BE INFORMED DIRECT BY THEIR HEAD OF SERVICE.

END TEXT. STREATOR

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## Message Attributes

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**TAGS:** APER, AORG, NATO  
**To:** SECSTATE WASHDC WASHDC MULTIPLE  
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